

# The Future of Collective Bargaining and Social Justice in the Digital Era



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# Some thoughts on the challenges of Social Justice in the digital age

WHAT IS SOCIAL JUSTICE

*LRA enjoins us to apply this in employment law*

*ILO : Decent work*

Our processes of embedding ADR

# What is social justice

Everyone free to achieve everything they are capable of doing....everyone is allowed to dream no matter their background, race, gender, religion or what their parents earn

# THINGS TO LOOK TOWARDS

Need to be hyper aware of social justice issues affecting your workforce

- this will become even more prevalent in the digital age as something's in society change, other will become prevalent

# IDEAS ON MANAGING THIS LOOKING BACK AND FORWARDS

Understand who your workforce is  
today and tomorrow and what is  
important to them



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# IDEAS ON MANAGING THIS LOOKING BACK AND FORWARDS

Take accountability and show active  
commitment to your organisations core  
values

# IDEAS ON MANAGING THIS LOOKING BACK AND FORWARDS

Leadership needs to empathetic to the  
current issues affecting their employees and  
develop strategies to address this and infuse  
into an organisation

# IDEAS ON MANAGING THIS LOOKING BACK AND FORWARDS

Create a safe honest dialogue with  
employees

## IN SUMMARY

- Digital error will have potential to dehumanise workplaces with different types of work
- Need to remember the cross section of South Africa workforce and skills and abilities as we adopt strategies
- Collective Bargaining may change but will still be there
- Social wages will be even more critical
- Millennial and centennial in workforce have different demands and needs and need to adjust our business and labour practices to address them

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